Investment Policies Spark Blockade at Columbia U.

NEW YORK

Hundreds of Columbia University students last week blockaded the entrance to a campus building to protest the institution's investments in companies that do business with South Africa.

The protesters—whose number varied between 80 and 400—chained shut the entrance to Hamilton Hall, an administrative and classroom building. The students gathered in front of the building throughout the week, threatening to stay until Columbia agrees to withdraw its investments in companies dealing with the apartheid state.

About $33-million of the university's $863-million endowment is invested in companies that do business with South Africa, a Columbia spokesman said.

Access to the building was limited to a tunnel, and many faculty members were forced to relocate classes, according to a Columbia spokesman. An average of 2,000 students a day normally attend 100 classes in the building, she said.

A state judge issued a temporary restraining order early last week, requiring the students to remove the blockade or face contempt-of-court charges. But at a hearing on Wednesday, the judge denied a preliminary injunction against the students, whose protest started on April 4, the day of anti-apartheid rallies on a number of campuses.

"The court found that this is a protest in the spirit of non-violence and moral conviction," said John Klavens, a Columbia sophomore and spokesman for the Coalition for a Free South Africa, the student group that sponsored the demonstration.

A state judge issued a temporary restraining order last Wednesday to prevent Columbia from calling in law-enforcement officials to remove the blockade. That order was to expire on Monday, according to David Lerner, a spokesman for the Center for Constitutional Rights, whose lawyers are representing the coalition.

Columbia officials said last week that about 35 students had been notified that they had violated university rules of conduct. But the officials declined to comment on what sort of action might be taken against the students. Punishments could range from warnings to expulsions, a spokesman said.

WIDE WORLD

Robert J. Galliono, Columbia U.'s director of student employment, reads a restraining order to scores of students protesting the university's investment policies.

Hunger Strikers Meet Sovern

In what some protesters called a "major victory," 14 students ended a 15-day hunger strike—a related protest—after meeting with Michael I. Sovern, Columbia's president. Mr. Sovern agreed to take their concerns about the university's investments to a committee of trustees.

Mr. Sovern later deplored the actions of the students responsible for the blockade, saying, "The offenders are hurting not only Columbia, but the struggle against apartheid."

In a statement circulated throughout the university, he also said that such figures as Henry David Thoreau and Martin Luther King, Jr., "would have recoiled in revulsion at the notion that physically attempting to keep others from class is civil disobedience."

About 200 members of Columbia's faculty signed a petition expressing support for the protesters. Professors also participated in a panel discussion and a "teach-in" where South Africa and apartheid were discussed, a spokesman for the coalition said.

The students' ranks were bolstered by several famous Columbia alumni and nationally known figures who offered their support. Folk singers Pete Seeger and Peter Yarrow—of the group Peter, Paul and Mary—led the protesters in song.

Although the sit-in continued around the clock—many student borrowed sleeping bags to weather the sub-freezing, late-night temperatures—some students took shifts while others collected food or went to classes. Students shared their notes with classmates who had skipped course meetings to stay at the protest.

At one point, organizers called for about three hours of "quiet study time" at the demonstration site. "It's hard to take classes and protest at the same time," said Elizabeth R. Smullens, a freshman.

While they were unsure whether Columbia would take any action against them, organizers said they planned to end the protest by late last week, probably by holding a large rally.

If their demands are not met, organizers said they would end the blockade only after initiating other forms of protest. "Our main idea is to prevent the trustees from passively sitting back and hoping this thing goes away," said Laird C. Townsend, a senior and organizer of the coalition.

—THOMAS J. MEYER

Number of Colleges and Universities by Enrollment in Fall, 1983

	Number of institutions			
Fall 1983 enrollment	Universities	Other 4-year	2-year	Total
Private institutions	62	1,345	355	1,862
Under 200	0	248	58	306
200 to 499	0	231	139	370
500 to 999	0	318	96	414
1,000 to 2,499	0	409	54	463
2,500 to 4,999	6	125	3	134
5,000 to 9,999	25	48	4	77
10,000 to 19,999	23	6	0	29
20,000 to 29,999	6	0	1	7
30,000 or more	2	0	0	2
Public institutions	94	471	915	1,480
Under 200	0	0	3	3
200 to 499	0	9	22	31
500 to 999	0	27	85	112
1,000 to 2,499	0	93	304	397
2,500 to 4,999	1	110	209	320
5,000 to 9,999	8	125	177	310
10,000 to 19,999	29	90	86	205
20,000 to 29,999	33	15	25	73
30,000 or more	23	2	4	29
Public and private	156	1,816	1,270	3,242
Under 200	0	248	61	309
200 to 499	0	240	161	401
500 to 999	0	345	181	526
1,000 to 2,499	0	502	358	860
2,500 to 4,999	7	235	212	454
5,000 to 9,999	33	173	181	387
10,000 to 19,999	52	96	86	234
20,000 to 29,999	39	15	25	79
30,000 or more	25	2	4	31

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

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crimination lawsuit involving a Northern Illinois University effort to remedy pay inequities for woman faculty members.

The U.S. Court of Appeals for the Seventh Circuit has affirmed a 1983 district-court ruling that found Northern Illinois's disputed affirmative-action efforts to be "reasonable and lawful."

The case stems from actions in 1973, when the university created a pay-scale formula to achieve equity in pay and promotions.

Several male faculty members at the university filed complaints in 1975 alleging that the formula discriminated against them.

Students End Occupation at U. of Mass. at Amherst

Students at the University of Massachusetts at Amherst have ended a four-day occupation of administrative offices that was intended as a protest against an increase in student fees, the addition of faculty members to a student board, and alleged university investments in South Africa.

The occupation ended after officials agreed to appoint a committee of four faculty members and five students to investigate the university's holdings in three companies that the students say do business in South Africa.

University officials say stock in all such companies was sold in 1977.

The university also agreed to further discussions on adding faculty members to an all-student board that runs the campus center and the student-union building. But officials said they had no power to change a $261 fee approved recently by the trustees.

Notes on . . . Radio & TV

Public radio stations across the country will help mark National Holocaust Remembrance Day this week with broadcasts of two programs specially produced for the occasion.

Both programs have been distributed by American Public Radio, and stations airing the segments are expected to do so on or about April 18, the day of remembrance.

"Underground Without Bullets: Cultural Resistance During the Holocaust" is an hour-long documentary focusing on a little-known aspect of life in the Jewish ghettos and Nazi concentration camps: artistic and cultural resistance activities. The two-part program is based on first-person accounts by survivors of various camps and internment areas and includes excerpts from interviews with a number of survivors, conducted in this country and in Israel.

"We hope that listeners will realize that the victims of the Nazis did not go to their deaths like sheep, but that they actively fought—with whatever means they had—to maintain their human dignity," says Sam Edelman, the program's executive producer. "When they had bullets they used bullets, but when they did not, they wrote, drew pictures, sang songs, and staged plays—things that enabled them to maintain their connection with their humanity."

Mr. Edelman is an associate professor of communications studies at California State University at Chico. The program was directed by Everett Frost of radio station WGBH in Boston and written by Carol Edelman, an adjunct professor of sociology at Chico.

Grants from the National Endowment for the Arts, the Los Angeles Jewish Federation Endowment Fund, and American Public Radio supported the production.

The second program, "Stories for the Days of Remembrance," is a collection of five short features and one 30-minute documentary based on the proceedings of a meeting in Washington last fall at which survivors of the Nazi camps met each other as well as many of their rescuers for the first time since World War II. The "stories" also feature interviews conducted at the meeting. The production, by station WNYC, was supported by the Weiler-Arnow Family and the Tisch Foundation.

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Public television set new records for the number of contributors and the amount raised during its annual March fund-raising campaign.

According to the Public Broadcasting Service, the nationwide effort by 135 stations attracted $36.3-million from 721,773 viewers. The average pledge was $50.33, up slightly from last year's $48.44. This year's drive also reversed a three-year decline in the number of contributors, although the total amounts raised have increased each year.

Among the most successful programs broadcast during the fund-raising period were "Great Moments with National Geographic," "Woodstock," "A PBS 'Nova' Special," and " 'The Jewel in the Crown' Salute."

The theme of this year's campaign was "TV worth watching is TV worth paying for." —PAUL DEBRUISSEAUX

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The IFRICS Program which began during the Summer of 1983 at Clarkson University was established as a response to the critical shortage of college teachers of computer science. The program retrains faculty from other fields such as mathematics. The training takes place during two consecutive summers. Each participant is expected to complete a major programming project during the intervening academic year. The program prepares participants to teach about 1/2 of the ACM'78 co-curriculum in computer science. Participants should be able to teach most of the undergraduate courses in computer science as they gain teaching and programming experience. The faculty, which is drawn from top institutions, consists of established computer scientists for outstanding teachers. Limited openings still exist for the programs beginning this summer at:

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FACT-FILE

Value of 206 Endowments on June 30, 1984

1984 rank	Institution	Market value June 30, 1983	Market value June 30, 1984
1.	Harvard University	$2,451,290,000	$2,486,360,000
2.	University of Texas System	2,329,800,000	2,273,392,000
3.	Princeton University	1,291,080,000	1,287,900,000
4.	Yale University	1,089,100,000	1,080,670,000
5.	Stanford University †	881,801,000	943,986,000
6.	Columbia University	869,871,000	885,221,000
7.	Massachusetts Inst. of Technology	673,579,000	645,575,000
8.	University of Rochester	not reported	589,276,000
9.	University of California	not reported	559,411,000
10.	University of Chicago	528,500,000	517,100,000
11.	Washington University (Mo.)	490,758,000	474,584,000
12.	Rice University	488,643,000	462,156,000
13.	Emory University †	403,388,000	457,890,000
14.	Northwestern University	490,987,000	445,754,000
15.	Cornell University	438,730,000	417,571,000
16.	New York University	343,700,000	384,000,000
17.	University of Pennsylvania	314,954,000	329,436,000
18.	Rockefeller University	346,828,000	328,621,000
19.	Dartmouth College	326,132,000	318,879,000
20.	Johns Hopkins University	313,033,000	304,029,000
21.	Vanderbilt University	240,495,000	261,864,000
22.	University of Notre Dame	279,112,000	254,660,000
23.	University of Southern California	251,210,000	233,829,000
24.	California Institute of Technology ††	259,765,000	233,700,000
25.	University of Virginia	226,067,000	211,867,000
26.	McGill University *	197,481,000	197,833,000
27.	Duke University	206,097,000	195,676,000
28.	Case Western Reserve University	201,187,000	189,201,000
29.	University of Delaware	189,232,000	176,868,000
30.	Brown University	189,484,000	175,200,000
31.	Southern Methodist University *	150,748,000	174,225,000
32.	Smith College	178,483,000	171,108,000
33.	University of Michigan	169,596,000	165,635,000
34.	Williams College	162,677,000	164,133,000
35.	Carnegie-Mellon University *	173,434,000	162,508,000
36.	Baylor University *	120,899,000	158,772,000
37.	Wellesley College	156,142,000	158,223,000
38.	Wesleyan University	162,774,000	156,847,000
39.	University of Cincinnati	149,177,000	145,010,000
40.	Swarthmore College	158,204,000	143,548,000
41.	George Washington University	33,072,000	134,795,000
42.	Amherst College	135,074,000	132,309,000
43.	University of Pittsburgh	140,589,000	130,445,000
44.	Vassar College	138,833,000	128,048,000
45.	University of Richmond	130,358,000	127,734,000
46.	Grinnell College	120,021,000	126,958,000
47.	Wake Forest University	134,825,000	122,805,000
48.	Ohio State University	122,348,000	121,444,000
49.	Oberlin College	131,791,000	121,435,000
50.	Berea College	131,773,000	119,832,000
51.	Rensselaer Polytechnic Institute	127,543,000	119,513,000
52.	Tulane University	116,190,000	119,419,000
53.	Pomona College	113,970,000	111,771,000
54.	Loyola University of Chicago	107,927,000	108,074,000
55.	Baylor College of Medicine	not reported	106,544,000
56.	Middlebury College	102,081,000	100,524,000
57.	Lehigh University	101,321,000	99,955,000
58.	Georgetown University	95,856,000	95,076,000
59.	Lafayette College	94,169,000	88,272,000
60.	Boston University	93,152,000	85,896,000
61.	Thomas Jefferson University	86,955,000	85,269,000
62.	Mount Holyoke College	83,722,000	78,397,000
63.	Rochester Institute of Technology	not reported	75,547,000
64.	Carleton College	94,478,000	75,056,000
65.	Kansas U. Endowment Association	62,348,000	73,990,000
66.	Saint Louis University	77,100,000	73,491,000
67.	Syracuse University	73,480,000	72,502,000
68.	State University of New York	94,749,000	72,448,000
69.	Occidental College	70,378,000	69,474,000
70.	Rutgers University	68,825,000	67,496,000
71.	Academy of the New Church	73,885,000	66,482,000
72.	University of Miami *	66,342,000	64,196,000
73.	Bryn Mawr College *	68,801,000	62,507,000
74.	Butler University *	68,317,000	61,781,000
75.	Hamilton College (N.Y.)	58,581,000	60,913,000
76.	Eartham College	65,815,000	60,127,000
77.	University of Wisconsin System	66,789,000	60,070,000
78.	Trinity College (Conn.)	65,125,000	59,899,000
79.	University of North Carolina	63,724,000	59,859,000
80.	University of Missouri	57,677,000	58,570,000
81.	Tufts University	61,502,000	58,616,000
82.	University of Washington	49,961,000	58,602,000
83.	Cooper Union	58,544,000	56,915,000
84.	Worcester Polytechnic Institute	58,995,000	56,148,000
85.	Colgate University *	54,922,000	54,277,000
86.	Pepperdine University **	not reported	53,749,000
87.	Whitman College	38,750,000	53,306,000
88.	Bucknell University	52,780,000	52,194,000
89.	Southwestern University	51,354,000	52,008,000
90.	Colorado College	53,299,000	51,901,000
91.	University of Illinois Foundation	48,533,000	49,532,000
92.	University of the South	not reported	48,584,000
93.	Agnes Scott College	47,795,000	48,855,000
94.	Rhodes College	not reported	46,420,000
95.	University of Santa Clara	46,963,000	45,326,000
96.	Claremont McKenna College	45,412,000	44,887,000
97.	Willamette University *	44,943,000	43,495,000
98.	Mercer University	38,544,000	41,692,000
99.	University of Alabama ††	40,975,000	41,638,000
100.	Hampton University	44,478,000	40,129,000
101.	Colby College	45,792,000	40,108,000
102.	Radcliffe College	53,541,000	39,923,000
103.	Drew University	42,678,000	39,584,000
104.	Davidson College	$38,102,000	$38,267,000
105.	University of Vermont	39,642,000	38,112,000
106.	Lawrence University	38,630,000	37,564,000
107.	Berry College	33,443,000	36,949,000
108.	Simmons College	36,334,000	36,928,000
109.	University of Tennessee	33,752,000	35,883,000
110.	Denison University	33,391,000	33,743,000
111.	Virginia Inst. of Tech. Foundation	29,365,000	33,043,000
112.	Barnard College	30,686,000	33,064,000
113.	Rhode Island School of Design	32,809,000	32,810,000
114.	Marquette University	31,288,000	32,270,000
115.	College of Wooster	32,905,000	31,391,000
116.	Teachers College, Columbia U. †	34,320,000	31,085,000
117.	University of Wisconsin Foundation	32,447,000	30,745,000
118.	Arkansas College	26,601,000	30,467,000
119.	Philadelphia C. of Pharmacy & Science	35,719,000	30,442,000
120.	Union Theological Seminary	not reported	30,172,000
121.	Ohio University	32,324,000	29,140,000
122.	Spelman College	35,323,000	28,897,000
123.	Pennsylvania State University	25,702,000	27,211,000
124.	Sweet Briar College	26,217,000	27,167,000
125.	University of Maryland	28,545,000	26,882,000
126.	University of Illinois	28,242,000	26,444,000
127.	Franklin and Marshall College	24,134,000	26,442,000
128.	American University of Beirut	21,545,000	26,340,000
129.	Hendrix College **	25,250,000	25,842,000
130.	Furman University *	24,145,000	24,502,000
131.	University of Tulsa *	23,047,000	23,854,000
132.	Reed College	25,207,000	23,014,000
133.	University of Puget Sound †	21,508,000	22,846,000
134.	Alma College *	24,148,000	21,927,000
135.	Dickinson College	21,904,000	21,715,000
136.	Albion College	not reported	21,676,000
137.	C. of William and Mary Association	22,153,000	21,527,000
138.	Cornell College (Iowa)	20,790,000	21,044,000
139.	North Carolina State University	20,387,000	20,745,000
140.	Hollins College	22,684,000	20,739,000
141.	Oregon State Board of Higher Ed.	22,172,000	20,550,000
142.	Wheaton College (Mass.)	23,078,000	20,511,000
143.	Allegheny College	18,604,000	20,300,000
144.	Baldwin-Wallace College	19,325,000	20,294,000
145.	Connecticut College *	21,716,000	20,240,000
146.	Indiana University	18,372,000	20,133,000
147.	Kalamazoo College	20,092,000	20,119,000
148.	Pratt Institute †	20,343,000	19,966,000
149.	Wentworth Inst. of Technology	19,556,000	19,807,000
150.	Clarkson University	18,855,000	19,571,000
151.	Chatham College	20,403,000	19,482,000
152.	Clark University	22,654,000	19,038,000
153.	Knox College	20,880,000	18,435,000
154.	Wittenberg University	17,192,000	17,656,000
155.	Kenyon College	16,964,000	17,450,000
156.	DePaul University	not reported	17,445,000
157.	University of Arizona	17,252,000	16,626,000
158.	University of Dayton	15,085,000	16,241,000
159.	University of Maine	16,781,000	16,153,000
160.	Saint Mary's College (Ind.) *	14,412,000	15,014,000
161.	Bryant C. of Business Administration **	13,981,000	14,931,000
162.	Beloit College *	not reported	14,689,000
163.	Norwich University	15,798,000	14,413,000
164.	Drake University *	13,508,000	13,946,000
165.	Skidmore College	11,382,000	13,533,000
166.	Bradley University *	not reported	13,466,000
167.	Babson College	12,291,000	13,170,000
168.	Muhlenberg College	14,250,000	13,080,000
169.	Medical College of Virginia	not reported	13,041,000
170.	Washburn University of Topeka	13,973,000	12,827,000
171.	Washington and Jefferson College	not reported	12,728,000
172.	Illinois College	11,607,000	12,481,000
173.	Saint Norbert College	11,329,000	11,611,000
174.	Hope College	10,520,000	11,544,000
175.	Alfred University	11,773,000	11,502,000
176.	Wells College	10,730,000	11,264,000
177.	Ohio Northern University †	11,280,000	10,877,000
178.	Lake Forest College *	not reported	10,644,000
179.	Marietta College	not reported	10,606,000
180.	Moravian College	8,989,000	9,517,000
181.	College of William and Mary	9,880,000	9,299,000
182.	University of Akron	8,725,000	8,929,000
183.	Rockhurst College	8,644,000	8,920,000
184.	Suffolk University	not reported	8,773,000
185.	Washington State University	8,183,000	8,415,000
186.	University of Scranton *	8,390,000	7,965,000
187.	Pitzer College	not reported	7,723,000
188.	University of Nebraska	9,390,000	7,643,000
189.	University of Evansville *	7,086,000	6,904,000
190.	University of Rhode Island	6,147,000	6,407,000
191.	Medical College of Pennsylvania	6,568,000	6,362,000
192.	York College	not reported	6,266,000
193.	Virginia Commonwealth University	not reported	6,016,000
194.	Arizona State University	4,046,000	5,646,000
195.	Canisius College	5,099,000	5,211,000
196.	Western Michigan University	4,417,000	4,677,000
197.	Russell Sage College	5,051,000	4,565,000
198.	Philadelphia C. of Textiles & Science	4,584,000	4,326,000
199.	Monmouth College	3,099,000	3,647,000
200.	University of Tampa *	3,299,000	3,432,000
201.	Eastern Michigan University	2,783,000	3,048,000
202.	University of Massachusetts	3,048,000	2,878,000
203.	University of Mississippi	not reported	2,705,000
204.	University of Connecticut	2,058,000	1,992,000
205.	Saint Peter's College	not reported	1,721,000
206.	Ocean County College	951,000	968,000

* As of May 31, 1984
** As of July 31, 1984
† As of August 31, 1984
†† As of September 30, 1984

Note: Table includes only institutions participating in the voluntary comparative-performance study by the National Association of College and University Business Officers.

Total-Return Rates in Fiscal 1984

	1 year	3 years	5 years	10 years
All endowments	−2.24%	+10.79%	+11.82%	+10.07%
Funds over $100-million	−2.26%	+11.09%	+12.85%	+10.55%
$25-million to $100-million	−2.50%	+11.12%	+12.56%	+10.49%
Under $25-million	−2.01%	+10.35%	+10.56%	+ 9.37%
Comparative measurements				
Equities				
Dow Jones Industrial Average	−2.79%	+10.81%	+12.20%	+ 9.03%
Standard & Poor's 500 Index	−4.73%	+10.63%	+13.86%	+11.07%
Bonds				
Salomon Brothers Bond Index	−7.36%	+12.44%	+ 3.30%	+ 6.04%
Shearson Lehman Bond Index	−1.89%	+14.98%	+ 6.12%	+ 7.86%
Consumer Price Index	+4.23%	+ 4.62%	+ 7.48%	+ 7.76%
Higher Education Price Index †	+5.41%	+ 7.24%	+ 8.45%	+ 7.83%

Note: Data are based on 223 investment pools of 206 colleges and universities. Total return is change in market value, plus dividends and interest, for periods ending June 30, 1984.
† An index of changes in prices paid by colleges and universities for goods and services, developed by D. Kent Halstead, National Institute for Education.

SOURCE: NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY BUSINESS OFFICERS

Return on Endowment Funds Dropped an Average of 2.2 Pct. for 206 Colleges Last Year

College and university endowments lost an average of 2.2 per cent last year, the National Association of College and University Business Officers has reported.

That assessment of endowment performance, covering the year that ended on June 30, 1984, is based on the average rate of return for 223 investment pools of 206 institutions that participated in the association's annual survey of endowments.

According to Bruce M. Dresner, an investment officer at Dartmouth College and author of a report on the survey, the 25 per cent of the institutions whose endowments performed best scored gains of 1.2 per cent or more, while those in the bottom quarter suffered losses of 5.9 per cent or more.

The total value of the endowments in the survey was about $25.5-billion at the end of the fiscal year.

The returns include changes in the market value of the investments as well as interest and dividends.

At this point in the current fiscal year, endowment performance is better than last year's, Mr. Dresner said. "Compared to last June 30, the endowments are doing pretty well. All investors are doing well because both the stock and bond markets are up. Things look good now, but the big question is how they'll be between now and next June 30."

4 Funds over $1-Billion

Four institutions reported endowments over $1-billion. Harvard University led the list with $2.5-billion, followed by the University of Texas System with $2.3-billion, Princeton University with $1.3-billion, and Yale University with $1.1-billion.

The 1984 loss was smaller than the business officers' association expected. Its preliminary estimate was that the decline would be 2.8 per cent (*The Chronicle*, January 9).

Over all, the return on the endowments outpaced inflation over the last three-year, five-year, and ten-year periods, due in large part to a record gain of 41.3 per cent in 1983.

"The returns over longer periods have been better than inflation, but the median institution spent 5.7 per cent of market value of the endowment in 1984," Mr. Dresner said. "And for the last 10 years that figure has averaged between 5.5 and 6 per cent. The asset base is not keeping pace. One way institutions try to offset that is by getting new gifts."

The 1984 loss of 2.2 per cent was slightly larger than that of a composite portfolio. Using the same types of asset as the average endowment, a composite based on the Standard & Poor's 500 Index, the Shearson Lehman Bond Index, and the average Treasury bill rate registered a loss of 1.7 per cent.

The average rate of return on the endowments also fell below the composite index for the three-year period ending June 30, 1984. However, over the last five years, the average return on the endowments was 11.8 per cent, compared with an 11.3-per-cent return on the composite index.

Distribution of Investments

In 1984 the average endowment was invested as follows: stocks, 54.5 per cent; bonds, 28.8 per cent; cash, 12.4 per cent; real estate, 2.2 per cent; and other, 2.1 per cent.

Endowments that were invested with a "balanced" objective—to minimize risks without unduly sacrificing current income or long-term growth—had losses averaging 1.5 per cent. Such endowments had 47 per cent of their assets in stocks and 35 per cent in bonds.

Those that were invested with the "total return" objective—to seek returns from dividends and interest as well as from the appreciation in value of the assets—had losses averaging 3.1 per cent. Those endowments had, on average, 57 per cent of their assets in stocks and 23 per cent in bonds.

In fiscal 1984 the endowments that were managed internally outperformed those with external management, in large part because the former had a smaller share of their assets in stocks, the report said.

Over the last few years, endowment managers have bought and sold stocks more actively than in the past, Mr. Dresner said. Stock turnover in 1984 was about 52 per cent, compared with 28 per cent in 1981 and 17 per cent in 1975, which was the first year that NACUBO began gathering that information.

The full report, *Results of the 1984 NACUBO Comparative Performance Study and Investment Questionnaire*, is available for $30 for members and $50 for non-members. Members may send purchase orders to NACUBO, Order Desk, One Dupont Circle, Suite 500, Washington 20036. Others should send checks to NACUBO, P.O. Box 35024, Washington 20013.

—JEAN EVANGELAUF

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News Summary

Articles on inside pages

A sociological study by five researchers has found that Americans' emphasis on individualism has left them feeling alienated from their communities. Story on Page 7.

An experiment involving the release of genetically altered bacteria will have no impact on the environment, according to an N.I.H. study. Story on Page 13.

Confusing signals from corporate leaders make it difficult to advise students on what courses they will need for a business career, according to business-school deans. Story on Page 15.

Many two-year colleges are beginning to "internationalize" their programs. Story on Page 16.

Secretary of Education William J. Bennett came under sharp attack last week for the controversial views of two new assistants, who subsequently quit. Story on Page 19.

"Volunteer vacations" can take academics to far-flung sites ranging from the Mediterranean coast to the Australian outback. Notes on Travel begin on Page 23.

Relations are often hostile between recreational-sports administrators and intercollegiate-athletics directors, according to speakers at a recent meeting. Story on Page 31.

France has added its voice to the Western nations' growing criticism of the United Nations Educational, Scientific, and Cultural Organization. Story on Page 35.

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PROTEST AT BROWN

JOHN PORASTÉ, BROWN UNIVERSITY

A Brown University student hangs a sign during protests over campus racial policies. For reports on this demonstration and others, see Page 17.

TIAA Misleads Most Participants on Value of Retirement Benefits, Business Officers' Panel Charges

Says company's estimates ignore effects of inflation, other factors; pension-plan officials say they follow standard financial practice

By ROBERT L. JACOBSON

WASHINGTON

The failure of higher education's principal pension program to make adjustments for inflation in its annual projections of retirement income is seriously misleading hundreds of thousands of participants about the potential value of their future benefits, a committee of the National Association of College and University Business Officers has concluded after a six-month study.

The nine-member committee said in a 39-page report that individualized statements sent to participants each year by the Teachers Insurance and Annuity Association and the College Retirement Equities Fund were overstating projected T.I.A.A. benefit payments for the first year of retirement by more than 50 per cent for most age groups.

Compared with what it called "realistic" projections, based on an assumed inflation rate of 4 per cent a year, the committee said the companies' figures amounted to overstatements averaging 94 per cent for 30- to 39-year-olds, 76 per cent for 40- to 49-year-olds, and 53 per cent for 50- to 59-year-olds.

For 60- to 64-year-olds, the panel described the companies' T.I.A.A. projections as "reasonable" for the first year of retirement alone, although it noted that T.I.A.A. and C.R.E.F. did not provide projections beyond that point.

For C.R.E.F., the committee said the companies' projections of first-year retirement income for all age groups were fairly close to its own calculations and were "quite realistic."

The companies responded in a written statement that their use of "nominal" rather than inflation-adjusted dollars was "the approach followed, to the best of our knowledge, in virtually all financial reports of banks, mutual funds, and other pension organizations."

They agreed, however, "that people should be aware of the severe impact that inflation could have on the future purchasing power of the dollar," and said they had recently begun a study of other approaches.

The T.I.A.A.-C.R.E.F. statement also noted that, in addition to the annual projections, the companies prepared on request tens of thousands of "personalized income illustrations" using assumptions chosen by individual participants.

Effects of Inflation and Raises

Contributions to T.I.A.A., which provides so-called fixed annuities, are invested mainly in mortgages, loans to industry, and real estate. Through C.R.E.F., a stock-investment plan, participants receive variable annuity payments that are adjusted each year in relation to market fluctuations.

In the case of T.I.A.A. benefits, the business officers' committee said the companies' projections were unrealistic not only because they failed to take inflation into account, but also because they ignored the effect of participants' future salary increases on the size of their contributions, and used excessive estimates of investment earnings.

The panel said the companies' projections for T.I.A.A. were "erroneous in light of all historical experience."

It cautioned that the "contrast" be-

Continued on Page 24, Column 1

Salaries at 1,700 Colleges

Average faculty salaries at more than 1,700 colleges and universities are listed on Pages 27 through 30.

Panel Urges Use of 'Lower' Animals in Experiments

By KIM McDONALD

WASHINGTON

Many forms of birds, reptiles, and invertebrate organisms could serve as models for the study of physiological, behavioral, or biochemical systems in humans but are often overlooked by researchers, who tend to use traditional laboratory mammals for their experiments, a committee of the National Academy of Sciences said last week.

After a yearlong study examining the ways in which "lower" forms of life and alternatives to experimental animals, such as tissue cultures, could be used by biomedical scientists, the panel recommended that the National Institutes of Health, the agency that distributes most of the fed-

Continued on Page 13, Column 1

China to Stress Market-Oriented Science

By MALCOLM G. SCULLY

WASHINGTON

The government of China has approved major reforms in the country's research-and-development system to make scientific institutions "more market-oriented," the chairman of the State Science and Technology Commission said here last week.

Song Jian, who oversees the work of the Chinese Academy of Sciences and the country's universities and research institutes, said the new system would link scientific and technological research to China's economic development.

"That science and technology are not tailored to the need for economic growth constitutes the most serious defect in our research-management system," he said. In the future, he said, "the bulk of the research institutions, especially those concerned with technological development, will have a market orientation."

Mr. Song spoke at a meeting sponsored by the American Association for the Advancement of Science and the National Academy of Sciences.

He said the research system would be changed gradually to eliminate direct government support for most scientific and technological research. In the future, the institutes would support themselves primarily through contracts with business and industry.

He added that the government would

Continued on Page 37, Column 1

For the First Time Ever, a Division I University Quits the NCAA

OKLAHOMA CITY

Fed up with what its president calls the "madness" of competing in the National Collegiate Athletic Association, Oklahoma City University has dropped out of the N.C.A.A. and joined the National Association of Intercollegiate Athletics, effective July 1. It is believed to be the first institution in the N.C.A.A.'s Division I, the top competitive category, to opt for membership in the smaller organization.

However, Oklahoma City's basketball coach predicted that other small institutions would follow its lead.

Jerald C. Walker, president of Oklaho-

Continued on Page 34, Column 1

FACT-FILE

Average Salaries for Full-Time Faculty Members this Year at More than 1,700 U.S. Colleges and Universities

The following table shows 1984-85 average faculty salaries by rank at more than 1,700 institutions.

The figures are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a standard, nine-month basis.

The salaries listed are those of full-time members of the instructional staff, excluding medical-school faculty members.

The salary survey was conducted for the American Association of University Professors by Maryse Eymonerie Associates of McLean, Va. A table showing the average 1984-85 salaries and salary increases by rank, and by type and control of institution, appeared in the April 3 issue of *The Chronicle*.

The designations I, IIA, IIB, III, and IV are defined in the rating scale at the right. It shows the percentile distributions of salaries for each academic rank. Institutions that specialize in one discipline, such as business or engineering, are designated "IIC." Because those institutions are diverse, salary ratings have not been calculated for them.

Salary figures for those two-year institutions without academic ranks appear at the end of the table.

A blank space appears when the institution has no faculty members at that rank. A dash indicates that there are five or fewer faculty members at that rank.

The table omits footnotes qualifying the figures reported by some institutions.

The full salary report, which includes average salaries by region, and by rank and sex, is available for $25 (prepaid) from the American Association of University Professors, Suite 500, 1012 14th Street, N.W., Washington 20005.

ALABAMA

	Assoc Prof	Asst Prof	Prof	Inst
U of Alabama				
Main campus, I	40.8	30.9	25.5	17.5
Birmingham, I	39.4	30.1	24.1	19.0
Huntsville, IIA	40.2	30.9	24.1	19.8
Alabama A&M U, IIA	31.4	27.8	23.5	17.6
Alabama Christian C, III	22.8	—	17.6	15.7
Alabama St U, IIA	31.9	28.4	23.4	19.2
Athens St C, IIB	32.3	26.8	24.9	
Auburn U				
Main campus, I	38.0	30.7	25.5	17.9
Montgomery, IIA	35.7	31.0	24.3	19.7
Birmingham-Southern C, IIB	30.0	21.8	21.7	—
Huntingdon C, IIB	25.5	22.6	20.1	16.5
Jacksonville St U, IIA	31.9	30.7	25.5	22.5
Judson C, IIB	23.2	—	18.9	—
Livingston U, IIB	26.9	21.4	19.0	16.5
Mobile C, IIC	26.7	22.5	21.7	19.8
U of Montevallo, IIA	31.0	26.7	23.6	—
U of North Alabama, IIA	35.3	28.8	24.2	21.0
Oakwood C, IIB	20.0	20.0	19.2	18.0
Spring Hill C, IIB	28.9	23.6	20.8	—
Stillman C, IIB	20.4	19.0	18.4	15.3
U of South Alabama, IIA	34.3	27.5	24.2	21.5
Talladega C, IIB	—	19.2	17.1	—
Troy State U				
Main campus, IIA	32.5	27.8	23.0	17.9
Dothan-Ft Rucker, IIA	—	27.0	25.3	—
Montgomery, IIA	—	25.5	21.4	—
Tuskegee Inst, IIA	29.1	23.8	20.8	17.8

ALASKA

Data not available

ARIZONA

Amer Grad Sch of Internat'l Mgmt, IIC	34.9	28.8	24.3	—
U of Arizona, I	42.9	31.4	25.9	22.5
Arizona St U, I	42.3	32.0	28.2	20.4
C of Ganado, III	—	—	—	15.4
Grand Canyon C, IIB	28.3	22.5	18.9	17.5
Northern Arizona U, IIA	38.0	30.3	24.9	20.1

ARKANSAS

U of Arkansas				
Fayetteville, I	37.7	29.5	24.4	18.8
Little Rock, IIA	35.0	28.3	23.9	18.8
Pine Bluff, IIB	28.1	24.5	22.3	20.8
Arkansas C, IIB	29.1	25.1	22.7	18.8
Arkansas St U				
Main campus, IIA	34.5	28.5	24.5	19.9
Beebe, III		—	23.8	19.1
Arkansas Tech U, IIB	30.4	27.2	24.4	20.8
U of Central Arkansas, IIA	33.5	28.4	23.0	20.2
C of the Ozarks, IIB	19.2	17.3	16.0	—
Harding U, IIB	25.6	21.7	19.4	16.6
Henderson St U, IIA	29.6	24.7	21.4	18.6
Hendrix C, IIB	30.6	25.8	21.7	
John Brown U, IIB	28.7	25.7	23.2	19.6
Ouachita Baptist U, IIA	29.8	24.3	21.0	18.6
Southern Arkansas U				
Main campus, IIB	30.0	28.8	23.5	19.4

CALIFORNIA

Bakersfield C, III	35.4	29.8	25.4	
Biola U, dA	30.5	25.0	20.9	17.9
U of California				
Berkeley, I	54.3	34.9	29.6	—
Davis, I	47.5	32.8	28.9	
Irvine, I	48.7	33.8	29.2	
Los Angeles, I	51.7	33.7	28.7	
Riverside, I	46.9	33.0	27.2	
San Diego, I	50.4	33.4	28.5	
San Francisco, IIC	59.7	36.4	37.7	—
Santa Barbara, I	49.3	33.8	28.5	
Santa Cruz, I	46.6	32.3	25.9	
U-Wide Services, IIC	48.2	—		
California Inst of Tech, I	55.0	38.1	33.2	18.1
Cal Lutheran C, IIA	32.6	28.9	22.3	19.9

CALIFORNIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Cal Sch of Professional Psychology, IIC	—	22.5	—	—
Calif St U's				
Bakersfield, IIA	40.9	32.1	25.4	—
Chico, IIA	41.2	31.4	26.0	—
Dominguez Hills IIA	40.6	31.0	25.4	—
Fresno, IIA	41.4	31.4	25.5	22.8
Fullerton, IIA	41.4	32.2	25.5	—
Hayward, IIA	41.1	31.5	25.6	22.2
Humboldt, IIA	41.0	31.4	26.2	—
Long Beach, IIA	41.7	32.2	25.5	23.0
Los Angeles, IIA	41.3	31.8	26.2	—
Northridge, IIA	41.3	31.3	26.0	23.6
Poly St U at San Luis Obispo, IIA	40.7	31.6	25.6	—
Sacramento, IIA	41.0	31.6	25.8	—
San Bernardino, IIA	40.5	31.6	25.6	22.3
San Diego, IIA	41.6	32.3	26.5	21.4
San Francisco, IIA	41.4	31.1	25.5	22.3
San Jose, IIA	41.5	31.7	25.9	23.3
Sonoma, IIA	41.4	31.7	25.8	
Stanislaus, IIA	41.4	31.5	25.1	22.8
St Poly U at Pomona, IIA	41.2	31.4	25.8	—
Cal Western Sch of Law IIC	48.7	43.6	—	
Chapman C, IIA	34.5	28.4	23.7	
Claremont Graduate School, I	50.8	34.2	—	
McKenna C, IIB	41.7	31.8	28.7	—
Cogswell C, IIC	—	25.0	—	
C of Notre Dame, IIA	29.2	22.8	18.9	—
College of the Desert, III	35.7	32.4	28.7	—
Harvey Mudd C, IIC	46.4	34.6	28.2	—
U of La Verne, IIA	32.7	23.8	19.7	—
Loyola Marymount U, IIA	44.9	32.3	26.8	—
Marymount Palos Verdes C, III	23.3	—	19.3	16.3
Mennonite Brethren Bible Sem IIC	—	25.5		
Mills C, IIA	39.1	29.1	23.5	19.2
Monterey Inst of Internat'l Studies, IIA	32.1	24.2	—	—
Mount St Mary's C, IIB	29.3	25.1	21.1	16.8
National U, IIC	30.0	27.2	25.5	
Northrop U, IIC	32.4	—	25.9	
Occidental C, IIB	40.9	31.8	25.4	23.6
Oblone C, III	38.3	35.2	31.1	29.3
U of the Pacific IIA	36.8	31.0	28.9	19.0
Pacific Union C, IIB	24.9	23.2	21.9	20.4
Palomar C, III		35.4		30.7
Pepperdine U, IIA	42.7	33.9	29.7	—
Pitzer C, IIB	38.4	—	24.2	
Point Loma Nazarene C, IIB	30.7	24.0	19.7	—
Pomona C, IIB	43.9	32.1	28.4	—
U of Redlands, IIA	35.2	28.4	25.8	—
Saint Mary's C of Cal, IIA	37.9	29.6	23.5	
U of San Diego, IIA	42.8	29.4	25.0	—
U of San Francisco, IIA	46.6	35.8	30.2	21.4
U of Santa Clara, IIA	51.8	35.8	29.2	
Scripps C, IIB	39.7	29.0	23.4	—
U of Southern Cal, I	60.8	35.3	29.7	26.3
Southern Cal C, IIB	30.9	28.5	24.1	18.8
Southwestern U, IIC	45.7	30.4	—	
Stanford U, I	58.3	40.5	31.7	
Westmont C, IIB	29.7	24.8	21.5	—
Whittier C, IIA	30.7	25.9	23.3	22.8

COLORADO

Adams St C, IIA	31.2	25.3	21.9	19.2
U of Colorado				
Boulder, I	39.1	30.6	27.1	22.6
Colorado Springs, IIA	36.6	30.7	25.0	24.4
Denver, IIA	36.2	28.3	25.7	20.0
Health Science Ctr, IIC	41.3	35.1	27.7	23.1
Colorado C, IIB	43.4	31.9	23.6	
Colorado Mountain C, III	27.6	23.5	21.1	—
Colo Sch of Mines, IIC	41.1	31.7	28.2	—
Colorado St U, I	36.6	28.2	24.2	19.2
Colo Tech C, IIC	—	13.6	13.2	—
U of Denver, I	36.3	28.2	24.8	23.2

COLORADO—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Denver Conservative Baptist Seminary, IIC	23.9	21.1	—	
Fort Lewis C, IIB	31.6	25.7	23.4	20.9
Iliff Sch of Theology, IIC	38.7	32.6	—	
Loretto Heights C, IIB	28.8	21.6	18.6	16.2
Mesa C, IIB	30.4	26.0	21.2	19.0
Metropolitan St C, IIB	32.5	26.6	23.2	19.0
Nazarene Bible C, III	20.0	—	—	
U of Northern Colo, I	34.3	27.4	22.6	19.9
Regis C, IIB	29.6	24.7	19.6	—
U of Southern Colo, IIB	31.9	29.0	22.9	—
Western Bible C, IIC	—	—	22.8	—
Western St C of Colo, IIA	29.4	24.7	20.8	18.7

CONNECTICUT

Albertus Magnus C, IIB	26.6	23.1	19.6	—
U of Bridgeport, IIA	42.6	33.1	27.7	24.3
Central Conn St U, IIA	38.6	32.1	27.3	23.2
U of Connecticut, I	47.4	34.5	28.8	25.4
Connecticut C, IIA	37.7	29.3	23.0	23.0
Eastern Conn St U, IIB	33.1	31.2	24.6	—
Fairfield U, IIA	38.1	31.6	26.9	—
Greater Hartford CC, III	30.3	26.2	22.6	17.4
U of Hartford, IIA	38.0	29.2	23.9	22.6
Hartford Grad Ctr, IIC	35.2	31.1	28.9	
Housatonic CC, III	28.9	26.2	24.6	—
Manchester CC, III	29.7	25.2	22.5	17.6
Mattatuck CC, III	28.9	26.8	22.6	—
Middlesex CC, III	29.9	26.6	23.5	—
Mohegan CC, III	30.1	24.8	21.6	—
U of New Haven, IIA	33.9	29.0	26.5	25.6
Norwalk CC, III	30.2	26.2	21.8	18.2
Quinnipiac C, IIB	36.9	29.9	24.0	—
Sacred Heart U, IIB	32.7	26.5	21.5	19.2
Saint Joseph C, IIA	27.9	23.4	21.5	17.8
South Central CC, IV	27.8	25.6	21.9	—
Southern Conn St U, IIA	39.7	32.0	27.A	23.3
Trinity C, IIA	44.4	32.7	23.4	—
Tunxis CC, III	28.2	24.6	22.5	17.2
US Coast Guard Acad, IIC	44.6	35.4	—	
Wesleyan U, IIA	44.6	31.7	25.0	—
Western Conn St C, IIA	37.5	31.3	25.6	20.4
Yale U, I	55.8	33.2	28.7	23.0

DELAWARE

U of Delaware, I	45.0	31.7	25.7	20.1
Delaware St C, IIB	38.8	27.5	25.0	19.8
Goldey Beacom C, IIC	—	24.1	21.5	

DISTRICT OF COLUMBIA

American U, I	42.1	32.2	27.2	22.5
Catholic U, I	37.8	29.6	23.6	20.2
U of the District of Columbia, IIA	39.4	31.1	25.4	22.0
Gallaudet C, IIA	38.9	32.5	25.3	19.1
George Washington U, I	46.4	33.6	27.4	19.1
Georgetown U, I	53.0	37.1	29.7	20.7
Howard U, I	42.6	32.0	28.4	21.8
Mount Vernon C, IIB	—	27.2	22.3	—
Strayer C, IIC	—	22.4	—	16.7

FLORIDA

Barry U, IIA	30.6	26.0	22.6	17.9
Bethune-Cookman C, IIB	23.1	20.5	19.0	15.8
U of Central Florida, IIA	37.2	29.9	25.0	17.9
Eckerd C, IIB	30.5	25.3	22.0	
U of Florida, I	46.2	34.7	30.1	20.0
Florida A&M U, IIA	34.1	28.5	23.7	20.3
Florida Atlantic U, IIA	39.5	29.6	24.9	19.9
Florida Internat'l U, IIA	39.7	29.2	24.9	16.2
Florida St U, I	39.6	28.7	24.6	19.7
Gulf Coast CC, III	29.2	26.0	22.9	23.0
Hillsborough CC, III	28.9	23.5	18.5	17.1
Indian River CC, III	30.8	32.5	27.7	28.0
Jacksonville U, IIB	25.7	20.4	17.6	—
Manatee JC, III	24.3	21.9	20.7	14.6
U of Miami, I	43.0	32.1	25.5	21.6
Miami-Dade CC, III	29.4	24.6	20.0	16.9
U of North Florida, IIA	35.9	29.5	24.1	17.8
Palm Beach JC, III	27.8	24.9	24.7	22.6
Pensacola JC, III	30.7	26.2	23.4	16.3
Saint Thomas U, IIB	31.7	24.5	21.4	17.5
U of South Florida, I	39.2	29.5	24.6	21.8
South Florida CC, III	28.5			21.8
Stetson U, IIA	37.8	28.9	25.2	17.0
U of Tampa, IIB	32.0	23.6	20.3	—
Warner Southern C, IIB	—	—	13.9	—
U of West Florida, IIA	36.3	29.1	23.9	21.5

GEORGIA

Abraham Baldwin Ag C, III	30.3	26.0	22.8	20.3
Agnes Scott C, IIB	32.4	27.0	20.4	—
Albany JC, III	—	25.3	23.0	—
Armstrong St C, IIA	33.2	27.4	23.2	19.0
Atlanta Christian C, IIC	17.9			—
Atlanta JC, III	—	26.1	23.3	—
Atlanta U, IIA	32.5	24.7	23.7	—
Augusta C, IIA	37.3	28.7	23.0	20.1
Bainbridge JC, III	—	26.3	21.9	16.8
Berry C, IIB	33.6	26.3	22.3	18.4
Brunswick JC, III	—	26.0	22.6	16.8
Clark C, IIB	25.7	19.8	16.9	15.5
Clayton JC, III	29.8	25.0	22.9	20.2
Columbia Theol Sem, IIC	29.7	—	—	
Columbus C, IIA	32.3	27.9	22.4	20.7
Dalton JC, III	—	26.4	22.6	16.7
Emanuel County JC, III		25.7	23.2	—
Emory U, I	48.7	32.9	28.4	21.6
Floyd JC, III	32.6	25.4	21.9	18.2
Fort Valley St C, IIB	26.4	30.0	24.4	18.5
Gainesville JC, III	30.7	27.2	22.4	20.0
U of Georgia, I	44.9	32.0	25.1	18.7
Georgia C, IIA	32.1	26.4	22.2	17.9
Georgia Inst of Tech, IIC	48.6	34.0	30.6	—
Georgia Southern C, IIA	34.7	28.9	22.7	17.6
Ga Southwestern C, IIA	34.0	29.1	24.0	19.1
Georgia St U, I	43.7	32.5	28.5	19.3

AAUP Rating Scale

Category I: Doctoral Institutions

	1 +	1	2	3	4
Professor	$53,300	$47,800	$44,800	$40,800	$37,800
Associate professor	37,000	34,200	32,700	31,100	29,200
Assistant professor	29,800	28,000	26,700	25,700	24,800
Instructor	25,700	22,900	20,800	19,700	18,700

Category IIA: Comprehensive Institutions

	1 +	1	2	3	4
Professor	$42,900	$38,900	$37,000	$34,500	$31,900
Associate professor	33,100	31,500	29,900	28,400	26,400
Assistant professor	27,500	25,700	24,600	23,700	22,300
Instructor	23,700	21,900	20,200	19,200	17,900

Note: Institutions that are characterized by diverse post-baccalaureate programs, but do not engage in significant doctorate-level education.

Category IIB: Baccalaureate Institutions

	1 +	1	2	3	4
Professor	$41,000	$34,900	$31,000	$28,000	$24,600
Associate professor	31,500	29,200	25,800	23,700	21,100
Assistant professor	25,300	23,400	21,800	20,100	18,700
Instructor	22,100	20,000	18,500	17,300	15,900

Category III: 2-Year Institutions with Academic Ranks

	1 +	1	2	3	4
Professor	$37,700	$34,400	$30,700	$26,700	$26,900
Associate professor	32,700	29,400	26,900	25,300	23,600
Assistant professor	27,800	24,800	22,900	21,600	20,100
Instructor	23,700	21,000	19,400	18,000	16,500

Category IV: 2-Year Institutions Without Academic Ranks

1 +	1	2	3	4
$32,000	$27,200	$24,100	$21,200	$18,600

Note: Scales are based on actual distributions of institutions by average salary in 1984-85. Percentile rankings are as follows: 1 + = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $45,600 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $44,600 but less than $47,600.

GEORGIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Gordon JC, III	—	26.0	22.2	17.8
Interdenominat'l Theol Center, IIC	28.4	23.0	—	17.8
Kennesaw C, IIB	37.8	30.5	26.0	20.6
Macon JC, III	—	26.4	22.5	17.8
Mercer U				
Main campus, IIB	42.7	31.1	26.5	20.0
Atlanta, IIB	36.3	24.2	22.1	20.5
S Sch of Pharmacy, IIC	—	24.5	23.1	—
Middle Georgia C, III	28.3	25.7	22.4	18.8
North Georgia C, IIA	33.2	27.5	24.4	20.1
Oglethorpe U, IIB	32.7	22.8	21.4	
Piedmont C, IIB	15.6	13.4	13.3	
Savannah St C, IIB	35.0	27.7	23.3	21.6
Shorter C, IIB	25.8	20.9	20.1	18.2
South Georgia C, III	—	29.1	24.0	19.4
Southern Tech Inst, IIC	32.1	27.7	25.1	—
Tift C, IIB	20.5	18.1	16.9	—
Toccoa Falls C, IIC	—	—	17.0	—
Valdosta St C, IIB	33.4	28.4	24.0	19.2
Waycross JC, III	—	25.6	25.5	—
Wesleyan C, IIB	22.5	20.1	19.5	—
West Georgia C, IIA	34.6	28.2	23.4	17.8

HAWAII

Chaminade U of Honolulu, IIB	24.3	21.0	18.3	14.9
U of Hawaii				
Manoa, I	38.9	29.6	24.1	19.9
Hilo, IIB	34.7	28.1	22.4	—
West Oahu C, IIB	—	24.7	—	
Hawaii Loa C, IIB	—	21.2	18.6	16.5
Hawaii Pacific C, IIC	23.9	27.0	20.9	14.5

IDAHO

Boise St U, IIA	31.2	27.1	23.2	—
C of Southern Idaho, III	28.8	23.5	22.1	20.6
U of Idaho, I	35.9	28.8	25.0	—
Idaho St U, IIA	31.2	26.2	22.8	21.3
Lewis-Clark St C, IIB	28.1	24.9	21.0	—
NW Nazarene C, IIB	24.5	20.1	18.6	16.0

ILLINOIS

American Conservatory of Music, IIC	24.0	—	—	
Augustana C, IIB	36.3	30.8	24.3	20.6
Aurora C, IIB	28.7	25.1	23.0	—
Barat C, IIB	—	—	15.9	12.0
Bradley U, IIA	36.0	28.6	24.3	19.0
U of Chicago, I	53.4	35.2	29.6	21.8
Chicago St U, IIA	30.4	25.4	21.3	18.8
Christ Seminary-Seminex, IIC	25.5	—		

ILLINOIS—Continued

	Assoc Prof	Asst Prof	Prof	Inst
C of Du Page, III	37.5	32.7	27.6	21.9
Concordia C, IIC	26.4	23.7	19.1	
Depaul U, IIA	39.5	31.2	26.4	20.8
Eastern Illinois U, IIA	31.4	26.0	21.6	18.2
Elmhurst C, IIB	32.8	26.5	22.4	19.3
Eureka C, IIB	—	19.1	17.1	—
Garrett-Evangelical Theol Sem, IIC	32.5	—	—	—
George Williams C, IIA	30.2	22.1	20.1	—
U of Illinois				
Chicago Circle, I	44.2	31.9	27.0	20.2
Urbana-Champaign, I	47.0	32.6	29.0	—
III Benedictine C, IIB	31.3	25.7	21.9	
Illinois Central C, III	32.9	28.7	23.6	20.9
Illinois C, IIB	30.7	28.7	16.9	14.9
III C of Optometry, IIC	—	33.6	28.6	—
Illinois Inst of Tech, I	46.1	33.3	27.8	23.0
Illinois St U, I	35.5	28.6	23.6	18.9
Illinois Wesleyan U, IIB	33.9	26.0	21.9	19.4
Judson C, IIB	25.2	23.1	18.6	
Kendall C, IIB	—	—	15.5	—
Knox C, IIB	33.6	28.9	20.5	—
Lake Forest C, IIB	37.6	31.5	23.7	21.3
Lewis & Clark CC, III	30.8	27.1	23.7	21.4
Lewis U, IIA	24.4	23.6	20.6	17.9
Lincoln Christian C, IIC	19.7	—	16.4	—
Loyola U of Chicago, I	42.1	33.2	28.8	23.9
Lutheran Sch of Theol at Chicago, IIC	29.4	—	—	—
Macmurray C, IIB	27.7	23.1	20.1	—
McCormick Theol Sem, IIC	32.4	—	—	—
McKendree C, IIB	29.0	23.7	22.6	21.5
Millikin U, IIB	34.3	27.2	23.2	18.5
Monmouth C, IIB	30.6	28.9	21.5	20.0
National C of Chiropractic, IIC	28.9	24.7	21.5	18.0
North Central C, IIB	33.1	28.5	22.8	20.2
Northern Illinois U, I	37.6	29.8	24.2	18.3
Northeastern III U, IIA	30.9	25.9	23.1	21.0
North Park C, IIB	29.2	24.9	20.8	19.0
Northwestern U, I	48.6	33.0	29.7	—
Oakton CC, III	34.4	31.1	26.7	23.1
Olivet Nazarene C, IIB	24.5	22.1	19.0	16.9
Parks C-Saint Louis U, IIC	30.4	23.7	20.4	19.8
Principia C, IIB	32.3	27.0	22.1	—
Quincy C, IIB	27.7	24.1	19.9	17.8
Richland CC, III	27.5	24.4	23.7	—
Rockford C, IIB	30.1	24.6	21.4	—
Roosevelt U, IIA	29.6	24.7	22.5	—
Rosary C, IIA	—	25.5	21.9	—
Saint Mary of the Lake Sem, IIC	8.6	—	—	8.4
Saint Xavier C, IIB	31.5	26.2	21.8	19.1
Sangamon St U, IIA	35.3	29.7	25.2	

Continued on Following Page